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# V I L L A G E   O F   K E Y   B I S C A Y N E

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Office of the Village Manager

*Village Council*  
Robert L. Vernon, *Mayor*  
Michael Davey, *Vice Mayor*  
Enrique Garcia  
Robert Gusman  
Michael E. Kelly  
Jorge E. Mendia  
Thomas Thornton

February 3, 2009

## MEMORANDUM

*Village Manager*  
Genaro "Chip" Iglesias

TO: Honorable Mayor and Members of the Village Council

FROM: Genaro "Chip" Iglesias, Village Manager *gm for [Signature]*

RE: Step Pay Plan Survey

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At the Council meeting of January 13<sup>th</sup>, 2009, there was discussion in regards to the current Step Pay Plan for the Village. The direction from Council was to have a more formal discussion on our plan at the next Council meeting and I was directed to provide a survey of other Step Plans. The enclosed survey provides information obtained from, primarily, municipalities within Miami-Dade County since we would compete in this geographic region's labor market. Obtaining such information is always challenging.

This survey is very narrow in scope since it only lists Step Plan information, as requested. Salary and benefit plans are dependent on each component of such plans. In other words, some municipalities may have fewer steps, but may be more generous in other areas. Other features such as COLA's (Cost of Living Allowance), bonuses, merit increases, etc. also are a factor in evaluating comparisons.

The survey points out that these programs are very diverse and other salary and benefit components would more than likely prove to be the same.

The term Step is sometimes utilized differently and some municipalities stated they did not have a Step Plan, but rather a Merit Plan. In reviewing these, they have the same effect as a Step Plan since they are given for a number of years and based on an evaluation. Some plans provide the increase on a sliding scale based on an evaluation and others are a flat amount with a satisfactory

evaluation.

Newer communities (more recent incorporations) are not as developed in their workforce or salary and benefit plans. Also, they may be in a limited or no labor union environment.

As it relates to our Plan, the Fire Fighters CBA (“Collective Bargaining Agreement”) has a ten (10) step plan. The General Employees have a ten (10) step plan via Village policy and the Police Officers “CBA” has two plans: one for new employees hired after the October 1, 2006 “CBA” was ratified at seven (7) steps and ten (10) steps for those employees hired before ratification.

Further study will be needed based on our deliberations at the council meeting.

# VILLAGE OF KEY BISCAYNE

## Municipal Salary Step and Longevity Step Survey

February 3, 2009

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MUNICIPALITY	POPULATION	OPERATING BUDGET	NO. OF EMPLOYEES	SALARY PROGRAM STEPS	BARGAINING UNITS	LONGEVITY STEPS
VILLAGE OF KEY BISCAYNE	11,000	\$24,486,945	110	General Employees: 10 Steps 5% per year based on an evaluation	None	General Employees: 5% at 15 years 5% at 20 years
				Police: 10 Steps If hired prior to Ratification Contract Date:10/01/06 5% per year based on an evaluation 7 Steps If hired after the Ratification Contract Date: 10/01/06 5% per year based on an evaluation	IUPA	Police: 5% at 15 years 5% at 20 years
				Fire: 10 Steps 5% per year based on an evaluation	International Association of Fire Fighters	Fire: 5% at 15 years 5% at 20 years
AVENTURA	31,044	\$46,625,000	170	No step plans	Police	No
BAL HARBOR	3,299	\$12,516,429	86	Only police officers have a step plan, which is not determined by a performance evaluation. They have a 5-step plan at 5% for each step	Police	<u>Longevity Steps for General Employees:</u> 5% longevity step at 5 years, 10 years and 15 years <u>Longevity Steps for Police:</u> 5% at 5 years of service 2.5% at 8 years of service 5% at 10 years of service 5% at 15 years of service 1% at 16 years, 17 years and 18 years
BAY HARBOR ISLANDS	5,146	\$26,700,000	110	12 merit increases which are determined by a performance evaluation. An employee may earn up to a maximum of 2.5% between each increase Police Officers have their own 7-step plan: at 5% at each step	Police only Police Benevolent Association	A 3% longevity bonus is given after 5 years, 10 years and 15 years After 20 years, a 5% bonus is given in increments of 5% for an additional 5 years
CORAL GABLES	44,000	\$144,000,000.00	842	No formal step program Merit increase is 5%, regardless of performance rating. 5% increases continue until person has reached the top of their salary range or until they are reclassified	Fraternal Order of Police Int'l Assoc of Firefighters General Employees Assoc	5% at 10 yrs 5% at 15 years 5% at 20 years
CUTLER BAY	41,000	\$21,000,000.00	35	No formal programs at all - merit increases only These increases are approved each year by Council and an employee could receive anywhere from 0% up to the maximum approved by Council. The employee's Department head makes a recommendation as to amount of raise; however, final approval is given by Village Mgr who might not agree with the amount suggested by the department head.	No Bargaining Units	None

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MUNICIPALITY	POPULATION	OPERATING BUDGET	NO. OF EMPLOYEES	SALARY PROGRAM STEPS	BARGAINING UNITS	LONGEVITY STEPS																				
DANIA BEACH	28,000	\$51,000,000.00	160 F/T 6 P/T	A merit increase is given to each employee at their anniversary date each year. This is entirely performance based with the increase being anywhere from 0% to 5% Fire Rescue members receive a 5% step for the first 5 years. Additional raises after that time can be given due to performance evaluation, education, etc.	Dania Beach Association of Firefighters, Local 3080 International Association of Firefighters	Full time employees who have served continuously for 6 yrs, hired prior to 7/1/05: receive 1.5% of base annual salary for yrs 6-10 and 5% for yrs 11-15, times the number of years of continuous service, not to exceed 10% commencing at 6 yrs with 1.5%. Example <table border="0"> <tr> <td>6 years</td> <td>1.5%</td> <td>11 years</td> <td>8.0%</td> </tr> <tr> <td>7 years</td> <td>3.0%</td> <td>12 years</td> <td>8.5%</td> </tr> <tr> <td>8 years</td> <td>4.5%</td> <td>13 years</td> <td>9.0%</td> </tr> <tr> <td>9 years</td> <td>6.0%</td> <td>14 years</td> <td>9.5%</td> </tr> <tr> <td>10 years</td> <td>7.5%</td> <td>15 years</td> <td>10.0%</td> </tr> </table> Regular full-time employees who have served continuously for 6 or more full years, hired AFTER July 1, 2005, shall receive an annual longevity payment in accordance with the following schedule: .75% of base annual salary for years 6 through 10, and .25% of base annual salary for years 11-20, times the number of years of continuous service, not to exceed 10.0%, commencing at six years with .75%. In calculating the percentage, at year 20, the increase has only reached 7.25%. Subsequent to December 1 of each year, all qualified employees are issued a separate check from the City reflecting the application of the above formulas.	6 years	1.5%	11 years	8.0%	7 years	3.0%	12 years	8.5%	8 years	4.5%	13 years	9.0%	9 years	6.0%	14 years	9.5%	10 years	7.5%	15 years	10.0%
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DORAL	35,000	\$53,000,000.00	270	A merit increase, determined by their Council is paid each year, based on a satisfactory performance rating	PBA (New Union)	Not applicable. No longevity steps																				
EL PORTAL	2,400	\$3,812,900	8	No steps. Raises are granted if budget allows	None	No longevity steps																				
FLORIDA CITY	Unable to obtain information. No response																									
HALLANDALE BEACH	38,514	105,000,000	454	General, unrepresented employees and Management have 10 steps @ 2.5% per step. Police & Fire have 8 steps @ 5% between steps. All of the above employees are eligible each year for a COLA. 3% was budgeted, but the COLA was not implemented	PBA for Police IAFF for Fire AFSCME for General Employees	There are no longevity steps for anyone, but if a General Employee is maxed out at Step 10, they can receive an annual \$250.00 disbursement. An unrepresented employee can receive \$500.00																				
HIALEAH	250,000 +/-	\$287,867,665.00	1,861	AFSCME 14 steps at 5% per step PBA - 8 steps at 5% increase per step, except between step 3 & 4 where there is a 12% increase  IAFF - 10 steps at 5% increase per step Must have satisfactory rating on performance appraisal to get step increase	AFSCME - General (non-sworn) PBA - Police (sworn) personnel IAFF - Fire (sworn) personnel	AFSCME-Employees receive \$15.00 added to bi-weekly pay after 9 years of civil service. Every Oct 1st thereafter \$4.00 bi-weekly is added for 10th - 14th year. \$4.50 for 15-19th years of service and \$5.00 for 20-30th year of service, not to exceed \$150.00 bi-weekly. On 15th ann'y of their employment, receive additional 3% longevity pay PBA - \$15.00 added to bi-weekly pay after 9 yrs of civil service. On the 10-14th yr of service, \$4.00 bi-weekly, multiplied by years of service equals total bi-weekly amount; 15-19th yrs of Service, \$4.50 x yrs of service = total bi-weekly amt. 15-19th yrs= \$4.50 bi-weekly x yrs of service. Not to exceed \$150.00 bi-weekly. PBA employees receive additional 5% at 10th anniversary IAFF-Employees receive \$15.00 added to bi-weekly pay after 5 years of civil service. Every Oct 1st thereafter additional \$3.00 bi-weekly is added for 6th - 9th year. \$4.00 for 10-14th year of service and \$4.50 for 15-19th year of service, and \$5.00 for 20-30th yr not to exceed \$150.00 bi-weekly. After being in Step 8 of the same rank for at least 1 year with at least 15 yrs of civil service, employees are granted an additional Step 9, 5% longevity increase.																				

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MUNICIPALITY	POPULATION	OPERATING BUDGET	NO. OF EMPLOYEES	SALARY PROGRAM STEPS	BARGAINING UNITS	LONGEVITY STEPS												
HIALEAH GARDENS	22,000	\$13,836,913.00	162	Police Officers only have a 4-step plan	Only 1 bargaining Unit	Only Police Officers have longevity steps At 8 years, they receive a \$1,000. increase in salary At 13 years, they receive a \$1,500. increase in salary At 18 years, they receive a \$2,000. increase in salary												
HOMESTEAD	57,000	157,506,764	433; but budgeted for 480 for 2009	Uses a Salary Range Schedule for Non-bargaining personnel with 5% increases There is a different matrix for each Bargaining Unit. Matrix is unavailable at this time due to current, ongoing bargaining negotiations.	3 Unions: 2 PBA; 1 for Officers/Detectives,Sgts  1 for most Gen employees with IBEW which has 175 members	Over 5 years, but less than 10 years, receives bonus of 3% of base pay >10 yrs but <15 yrs = 4% bonus >15 yrs, <20 = 6% bonus; >20 but < 25 yrs = 7% bonus Also receives a 5% increase at 10 years												
JUPITER (Palm Beach Co.)	49,724	\$77,910,332.00	411	No step or merit increase plans. Pay for performance is from 0-5% for non-PBA and 0-6 for PBA	2 PBA Bargaining Units 1 for Police Lieutenants & 1 for Officers, Sgts and Communications Officers	No longevity step percentages, but a flat rate is paid as follows: At 5 years, payment is \$500.00. There is a payment of \$750.00 at 9 years, and at 15 years of service, a payment is made of \$1,000.												
MEDLEY	No response yet to either email or telephone requests																	
MIAMI	409,719	\$525,109,930.00	3,324 classified employees 407 unclassified 865 temporary & part-time	General & Solid Waste Employees have 8 anniversary step increases @ 5%, except Step 8 which is 2.5%. Determined by performance evaluation FOP employees receive 2.5% step increases every 6 months for Steps 1-16. IAFF employees start at 2.5% step increases every 6 months for Steps 2-18	AFSCME for General Employees FOP for Sworn Police IAFF For Fire Rescue, Sanitation and Solid Waste	<u>Sanitation and General Employee Longevity Increases:</u> 10, 15, 20 & 21 years @ 5%. at 16 & 22 years, they receive 2.5% Fire Rescue receives 5% increase at 10 and 20 years. At 15, 16 & 21 years they receive 2.5% Police receive 3% at 10 years of service. At 12, 14, 16, 18, 20, 22 & 24 years, they receive 2%												
MIAMI BEACH	86,916	\$375,499,363	1,963	CWA & Lifeguards with a 3% up to 4% between steps  FOP/IAF - 4% between steps  Merit increases are determined based on performance ratings of 50% or higher for above groups  Raises are determined through union agreements. In May, 2007, there was an across-the-board increase of 6%. In May, 2008, a 5% increase was given. In May, 2009, a 4% increase will apply In addition, a 4% adjustment was applied to minimum and maximum salary ranges	AFSC E/CWA/GSA for various departments citywide. FOP for Police IAFF for Fire Dept.	Yes. Additional percentage added to the base salary <table border="1"> <thead> <tr> <th>Years of Service</th> <th>% of Increase</th> </tr> </thead> <tbody> <tr> <td>7</td> <td>2.5%</td> </tr> <tr> <td>10</td> <td>5%</td> </tr> <tr> <td>15</td> <td>7.5%</td> </tr> <tr> <td>20</td> <td>10%</td> </tr> <tr> <td>25</td> <td>11%</td> </tr> </tbody> </table>	Years of Service	% of Increase	7	2.5%	10	5%	15	7.5%	20	10%	25	11%
Years of Service	% of Increase																	
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MIAMI GARDENS	107,000	89,365,791	622 (64 seasonal)	Miami Gardens uses salary ranges. After initial hire, employees move through their salary range at a percentaged based on performance: i.e. 2% for a satisfactory performance; 3.5% for a commendable performance; and 5% if outstanding. The percentage between minimum and mid is 25%. The percent between Mid and maximum is 20%. Percentage between pay grade minimum is 7%.	Employees of Miami Gardens recently elected not to be part of a bargaining agreement.or union	There are no longevity steps; however, when an employee reaches the top of their respective pay range, they can be granted a bonus and it is paid out in a lump sum and not added to their base salary.												

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MIAMI LAKES	28,000	\$18,600,000	28	No step plans. Increases are based on performance. Each year their Council approves the amount of the merit range. For Fiscal Year 2008-2009, the total increase for employees was 7%, which includes a 7% CPI or COLA. Outstanding gets 3%; Very Good gets 2.25%; Good receives 1.50% and interestingly, Below Average gets .75%, while unsatisfactory receives 0.0%. Years 2007-2008 had a total of 9% available (COLA 3.70%) Yr 2006-07 also had 9%, but CPI was 5.10%	None	No Longevity Steps; however, employees have an extra day of vacation beginning at 6 years of service.																												
MIAMI SHORES	10,600	\$13,000,000	140	General employees have maximum and minimum salary ranges. Annual increases are based on an evaluation and can run anywhere from 1% to 5%. When an employee tops out, they only receive an annual COLA, if approved. Police Officers have 8 steps with 5% increases	Police are with the Police Benevolent Association Public Works - Federation of Public Employees	year 7 receives \$500 bonus Year 14 receives \$1,000 bonus Year 21 receives \$1,500 bonus																												
MIAMI SPRINGS	13,000		125 F/T 70 P/T on an as-needed basis	General Employees have a minimum and maximum range. Merit increases run from 1% to 5%. When an employee has topped out in their range, only an annual COLA is available. Police Officers have an 8-step plan, beginning with a minimum salary, with 5% increments between steps	None	Longevity steps are granted on the anniversary of the employees hire date After 10 years of continuance service & less than 15 years, they receive \$1,000 yearly After 15, but less than 20 years, they receive \$1,500.00 annually After 20 years of consecutive employment, they receive \$1,750.00 each year.																												
NORTH BAY VILLAGE	No response yet to either email or telephone requests																																	
NORTH MIAMI	60,000	316,373,003	527	9 Steps at 5% each	IUPA	All Bargaining United Members hired before 01/01/2007 receive the following: <table border="1"> <thead> <tr> <th>Service</th> <th>Longevity Pay Rate</th> </tr> </thead> <tbody> <tr> <td>5 years</td> <td>\$4.00 per week</td> </tr> <tr> <td>7 years</td> <td>\$6.40 per week</td> </tr> <tr> <td>10 years</td> <td>5% of base pay</td> </tr> <tr> <td>15 years</td> <td>7.5% of base pay</td> </tr> <tr> <td>20 years</td> <td>10% of base pay</td> </tr> </tbody> </table> All bargaining Unit members hired after 01/01/2007 receive pay for completed years of service & a lump sum bonus as follows: <table border="1"> <thead> <tr> <th>Service</th> <th>Longevity Rate</th> </tr> </thead> <tbody> <tr> <td>5 years</td> <td>\$ 500.00</td> </tr> <tr> <td>10 years</td> <td>\$ 1,000.00</td> </tr> <tr> <td>15 years</td> <td>\$ 1,500.00</td> </tr> <tr> <td>25 years</td> <td>\$ 2,500.00</td> </tr> <tr> <td>30 years</td> <td>\$ 3,000.00</td> </tr> <tr> <td>35 years</td> <td>\$ 3,500.00</td> </tr> <tr> <td>40 years</td> <td>\$ 4,000.00</td> </tr> </tbody> </table>	Service	Longevity Pay Rate	5 years	\$4.00 per week	7 years	\$6.40 per week	10 years	5% of base pay	15 years	7.5% of base pay	20 years	10% of base pay	Service	Longevity Rate	5 years	\$ 500.00	10 years	\$ 1,000.00	15 years	\$ 1,500.00	25 years	\$ 2,500.00	30 years	\$ 3,000.00	35 years	\$ 3,500.00	40 years	\$ 4,000.00
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NORTH MIAMI BEACH	42,000	100,907,000	643	Only for Police Department. They have a salary range with 5% increases within the range. No merit increases	IUPA for the Police Department AFSCME for General Employees	Additional Annual Leave is given in lieu of increases as follows: <b>General Employees and Police:</b> <table border="0"> <tr> <td>After 6 years</td> <td>8 hours</td> <td>After 16 years</td> <td>48 hours</td> </tr> <tr> <td>After 7 years</td> <td>16 hours</td> <td>After 17 years</td> <td>56 hours</td> </tr> <tr> <td>After 8 years</td> <td>24 hours</td> <td>After 18 years</td> <td>64 hours</td> </tr> <tr> <td>After 9 years</td> <td>32 hours</td> <td>After 19 years</td> <td>72 hours</td> </tr> <tr> <td>After 10 years</td> <td>40 hours</td> <td>After 20 years</td> <td>80 hours</td> </tr> </table> <b>Police only receive a Longevity Bonus in addition to the above</b> <table border="0"> <tr> <td>After 7 years, but less than 10 years</td> <td>\$250.00 bonus, annually</td> </tr> <tr> <td>After 10 years, but less than 15 years</td> <td>\$550.00 bonus, annually</td> </tr> <tr> <td>After 15 years, but less than 20 years</td> <td>\$750.00 bonus, annually</td> </tr> <tr> <td>After 20 years</td> <td>\$1,000.00 bonus, annually</td> </tr> </table>	After 6 years	8 hours	After 16 years	48 hours	After 7 years	16 hours	After 17 years	56 hours	After 8 years	24 hours	After 18 years	64 hours	After 9 years	32 hours	After 19 years	72 hours	After 10 years	40 hours	After 20 years	80 hours	After 7 years, but less than 10 years	\$250.00 bonus, annually	After 10 years, but less than 15 years	\$550.00 bonus, annually	After 15 years, but less than 20 years	\$750.00 bonus, annually	After 20 years	\$1,000.00 bonus, annually
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OPA LOCKA	18,000	\$34,051,189	160	Opa Locka is currently looking at establishing steps At this time, they do not have them	PBA and AFSCME	Tier I - \$2,500.00 Tier II - \$2,500.00 Tier III - \$4,000.00																												
PINECREST	19,454	18,000,000	156 (111 F/T) (45 P/T)	Merit-based pay system contingent on performance evaluation. Amt determined by budget. Currently 3%	Police Officers Police Sergeants IUPA	No longevity steps Has a service recognition program																												
SANIBEL	6,400	39,696,061	128 F/T 44 P/T	No step plans. They do consider merit increases; however, last year no COLA or merit increases were granted. Every position has a maximum and minimum range with different pay schedules	Police - Fraternal Order of Police General - AFSCME	No longevity steps																												
SOUTH MIAMI	10,700	19,174,659		7-step plan, based on a performance evaluation	Police Benevolent Association	3 longevity steps at 10 years, 15 years & 20 years, at 3% for each step																												
SWEETWATER	Has not responded to email or telephone. HR has been out of the office and no one else could furnish the information.																																	
SUNNY ISLES BEACH	20,121	29,174,780	232	Step Plans are given only to Sworn police. The police sergeants have a 6-step plan, which has an increase of 4.02% between steps. Police corporals have an 8-step plan with 4.5% between steps, and police officers also have an 8-step plan with 5.065% between steps. Police Captain and Police Chief are on the pay system as General Employees so do not get a step. These employees receive merit increases only and are based on performance evaluations. They receive anywhere from 1% up to 5% if their salary is under \$50,000. annually. If they make over \$50,000.00 annually, they can receive anywhere from 1% to 4%	No bargaining Units	Longevity steps are not offered. Service is rewarded with additional vacation time																												

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SURFSIDE	5,775	9,592,808	117	Police Dept bargaining unit gets a 5% increase on their anniversary. Surfside does not have a merit increase; however they do evaluate employees annually.	Police Dept only-FOP	<p><b>General Employees:</b> Beginning 7th year get \$1,000.00 annual increase Beginning 11th year get \$1,250.00 annual increase Beginning 15th year get \$1,500.00 annual increase Beginning 20th year get \$1,750.00 annual increase</p> <p><b>Police with Bargaining Unit:</b> Beginning 7th year get \$1,000.00 annual increase Beginning 11th year get \$1,500.00 annual increase Beginning 15th year get \$1,750.00 annual increase Beginning 20th year get \$2,000.00 annual increase</p>																																																	
VIRGINIA GARDENS	2,300	\$2,012,399	60	None	None	None																																																	
WEST MIAMI	5,587	\$7,014,534	64	West Miami has a 9-step plan at 5% per step. Must have a satisfactory performance evaluation	Police Benevolent Association	No longevity steps																																																	
Fort Lauderdale	180,000	\$602,689,791	2,350 full-time	<p>Teamsters: 13 pay steps. An employee hired at the entry step that receives "Above Satisfactory" would reach the top step in the pay range at the completion of 6 yrs of service. Above satisfactory result in a 2-step increase @ 5% until employee tops out. Each step is 2.4% higher than the previous</p> <p>FOP (Police Officers &amp; Sergeants): 11 steps. A satisfactory or above rating earns a 2-step increase, topping out at 5 years. FOP increases are unique in that the % increase between steps is larger lower in the pay range &amp; decreases in the upper half of the range. i.e. an increase from Step A to C is about 8.2%. I to K is 6.3%</p> <p>IAFF certified firefighters are hired at AA Step while non certified are hired at A step; top step being G but employee must have 10 years of continuous service &amp; annual performance rating of Satisfactory.</p>	<p>General Employees-Teamsters Federal of Public Employees for (Supervisory &amp; Professional) FOP FOP IAFF - Firefighters, Driver/Engineers &amp; Fire Lts.</p>	<p>Ft. Lauderdale has 2 tiers of longevity benefits by Employee groups</p> <p>Tier 1 is for all employee groups</p> <table border="1"> <thead> <tr> <th>Years of Service</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>N/A</td> </tr> <tr> <td>5-9</td> <td>2.5% of base salary</td> </tr> <tr> <td>10-14</td> <td>5% of base salary</td> </tr> <tr> <td>15-19</td> <td>7.5% of base salary</td> </tr> <tr> <td>20-24</td> <td>10% of base salary</td> </tr> <tr> <td>25 and up</td> <td>12.5% of base salary</td> </tr> </tbody> </table> <p>Tier II for Police, Management &amp; Federation</p> <table border="1"> <thead> <tr> <th>Years/Service</th> <th>FOP</th> <th>Teamsters</th> <th>IAFF</th> <th>Fed &amp; Mgement</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>5-9</td> <td>\$ 1,95.00</td> <td>\$ 550.00</td> <td>\$ 1,050.00</td> <td>\$ 264.00</td> </tr> <tr> <td>10-14</td> <td>\$ 1,645.00</td> <td>\$ 1,100.00</td> <td>\$ 1,600.00</td> <td>\$ 234.00</td> </tr> <tr> <td>15-19</td> <td>\$ 2,195.00</td> <td>\$ 1,650.00</td> <td>\$ 2,150.00</td> <td>\$ 204.00</td> </tr> <tr> <td>20-24</td> <td>\$ 2,745.00</td> <td>\$ 2,200.00</td> <td>\$ 2,700.00</td> <td>\$ 141.00</td> </tr> <tr> <td>25 and up</td> <td>\$ 3,295.00</td> <td>\$ 2,750.00</td> <td>\$ 3,250.00</td> <td>\$ 129.00</td> </tr> </tbody> </table> <p>Note: Longevity pay was ended for new hires after 10/1/2004 and for Federation of Public Employees after 09/28/2005</p>	Years of Service	Percentage	0-4	N/A	5-9	2.5% of base salary	10-14	5% of base salary	15-19	7.5% of base salary	20-24	10% of base salary	25 and up	12.5% of base salary	Years/Service	FOP	Teamsters	IAFF	Fed & Mgement	0-4	N/A	N/A	N/A	N/A	5-9	\$ 1,95.00	\$ 550.00	\$ 1,050.00	\$ 264.00	10-14	\$ 1,645.00	\$ 1,100.00	\$ 1,600.00	\$ 234.00	15-19	\$ 2,195.00	\$ 1,650.00	\$ 2,150.00	\$ 204.00	20-24	\$ 2,745.00	\$ 2,200.00	\$ 2,700.00	\$ 141.00	25 and up	\$ 3,295.00	\$ 2,750.00	\$ 3,250.00	\$ 129.00
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